



TOURCOMPASS

Adventures with purpose

Sustainability report 2026: Results and future ambitions

FEBRUARY 2026

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Introduction

Claus Palm Jessen, CEO of TourCompass



Introduction

Claus Palm Jessen, CEO of TourCompass

In many ways, 2025 has been an exciting – and at times challenging – year for the travel industry. The world has been marked by uncertainty, change, and major global agendas influencing people, businesses, and societies alike. In such times, human connection, cultural exchange, and new perspectives become perhaps more vital than ever before. Travelling fosters understanding, dialogue, and unity in a world where our differences often stand out more than what we share.

At TourCompass, we continue to believe that travel has the power to do good. At the same time, we are fully aware of the responsibility that comes with sending people out into the world. Tours must be undertaken with care and respect for people, communities, and the natural environment, and our ambition is for our business to make a positive contribution at every step.

Our sustainability efforts remain rooted in the UN Sustainable Development Goals and the 10 principles of the UN Global Compact, and our climate targets are aligned with the Paris Agreement and the Science Based Targets initiative (SBTi). In 2025, we have worked purposefully to strengthen our strategic foundation and create greater clarity around where we have the greatest potential to make a genuine difference.

In December 2025, the EU adopted what is known as the Omnibus 1 package, simplifying the CSRD directive. For us, this means that we are no longer subject to the full reporting requirements. Despite this, we chose to complete our work to comply with the ESRS standards. The process has provided us with valuable insights into our value chain and given us a far clearer understanding of which activities, suppliers, and partnerships have the most significant impact on our overall footprint, and where our efforts can deliver the greatest results.

These insights have enabled us to prioritise our actions more effectively, strengthen our dialogue with suppliers and partners, and work more responsibly across the entire value chain. As part of this effort, we have also identified our most significant impacts, risks, and opportunities (IROs), which have largely reaffirmed our existing focus areas while also providing us with new goals to strive towards.

In 2025, we also took our first tentative steps towards obtaining the Travelife certification. However, during the initial assessment of our partners' sustainability efforts, it quickly became clear that while many – particularly smaller, locally based partners – are genuinely committed to responsible tourism, they often lack the resources to meet extensive certification and documentation requirements. On that basis, we have chosen to temporarily pause our own certification process to maintain our focus on concrete actions for responsible tourism, working closely with our partners.

Throughout the year, we have continued to further integrate sustainability into our business, including the ongoing development of our flight policy. We have also prepared a biodiversity strategy and strengthened our focus on our value chain. We've gained valuable insights and taken important steps towards a more systematic and long-term approach to sustainability.

Naturally, we continue to prioritise our social responsibility, as this is where we truly believe we can make a meaningful difference.

One of the social responsibility projects we are most proud of from the past year is the initiative in Vinh Long, Vietnam. The project was launched by our local partner and is aimed at improving living conditions for several local communities in Vietnam's Mekong Delta.

In December 2025, we introduced Morocco as a new destination with TourCompass. One of Morocco's greatest highlights is its local cuisine, and in Marrakech, we have chosen to collaborate with an NGO that works to promote the social and economic empowerment of women, particularly those from marginalised and vulnerable backgrounds.

As always, we continue to prioritise the wellbeing and job satisfaction of our own employees. A strong organisation with dedicated staff is essential for providing unforgettable tour experiences and acting responsibly as a company. On the following pages, you can read more about our initiatives, results, and goals.

02

10 quick highlights

It has been a busy year at TourCompass – you can read more about it on the following pages. But first, here are 10 quick highlights, all new initiatives we launched during 2025.

1. AFRICA

On several of our tours in Tanzania, we've included a visit to the village of Mto Wa Mbu, where the income directly benefits the local community.

4. AUSTRALIA

At Uluru, we offer an excursion developed in cooperation with the Anangu people.

7. ASIA

In Luang Prabang, Laos, we've introduced two new optional upgrade hotels, both certified by Travelife.

2. ASIA

In Sri Lanka, we collaborate with Project Orange Elephant, which has developed a way to reduce interactions between wild elephants and local farmers.

5. AFRICA

In Uganda, we've begun working with Haven Lodge, a project deeply rooted in the local community at Bwindi Impenetrable National Park.

8. LATIN AMERICA

In the Amazon in Brazil, we work in partnership with Juma Amazon Jungle, which is Green Key certified.

3. ASIA

In Vietnam, we work in partnership with Lak Tented Camp, a project created with tourism and sustainability at its core.

6. CANADA

In Canada, we've chosen not to sell an otherwise popular bear-watching excursion, as our local partner has informed us that the bears are fed to attract them to the area.

9. LATIN AMERICA

In Brazil, we offer a cooking class with local women in Uruguai.

10. WORLDWIDE

In 2024, we replaced part of our domestic flights in Kenya with train travel.

We have chosen to expand this to several of our destinations during 2025, and a number of new tours have been arranged around trains as a means of transport rather than cars or domestic flights.



03

Our sustainability strategy

UN Sustainable Development Goals | UN Global Compact's 10 principles |
GSTC Tour Operator Standard | Global Biodiversity Framework | Our focus
areas



Our sustainability strategy

One of our main goals for 2025 was to develop a biodiversity strategy as an integrated part of our overall sustainability strategy. As part of this work, in 2025, we expanded our objectives from primarily focusing on climate and the environment to now include nature, climate, and the environment as three closely interconnected areas of action.

To ensure coherence across these areas, we have revised our strategy and adjusted our objectives to create a clearer link between our global goals and the concrete initiatives we put into practice.

Our sustainability strategy remains anchored in the UN Sustainable Development Goals and the 10 principles of the UN Global Compact¹, which together form the framework for our business conduct and responsible operations. As a natural extension of our increased focus on biodiversity, we have chosen to add Goal 14 – Life below water – to our selected goals from 2025 onwards.

For several years, we have been working systematically to reduce our CO₂ emissions in line with the climate goals of the Paris Agreement. In 2024, we therefore established a policy for choosing airlines that either have low emission levels or a clear, well-documented plan for cutting their CO₂ emissions. Each year, we also prepare a climate report in accordance

with the GHG Protocol².

As part of our work with the biodiversity strategy, we have taken our point of departure in the global goals set out in the UN Global Biodiversity Framework (GBF)³ and based our strategy on the principles of the GSTC standards⁴. This work has enhanced our understanding of biodiversity-related impacts, risks, and opportunities across our operations and value chains, and has underlined the need for internationally recognised frameworks to guide our continued efforts.

With our wide portfolio of destinations, we also carry a special responsibility for local working conditions and human rights. We therefore prioritise products and partnerships that create local employment and ensure that as much value as possible benefits local communities – for example, through the use of local guides and close cooperation with local partners.

On the following pages, you can read more about how we have aligned our efforts with the UN's Sustainable Development Goals and the UN Global Compact, and how these frameworks – together with the GBF and GSTC – support our aim to protect and restore biodiversity in the destinations we visit, while also making a positive contribution to local communities.

1. <https://unglobalcompact.org/what-is-gc/mission/principles>

2. <https://ghgprotocol.org/>

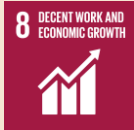
3. <https://www.cbd.int/gbf>

4. <https://www.gstc.org/gstc-criteria/gstc-tour-operator-standard/>

Selected global goals we work with



Supporting children and young people's access to schooling and education through projects and partnerships.



Create economic growth in vulnerable areas through partnerships with local collaborators.



Reduce inequality by focusing on particularly disadvantaged local communities.



Reduce our total CO2 emissions.



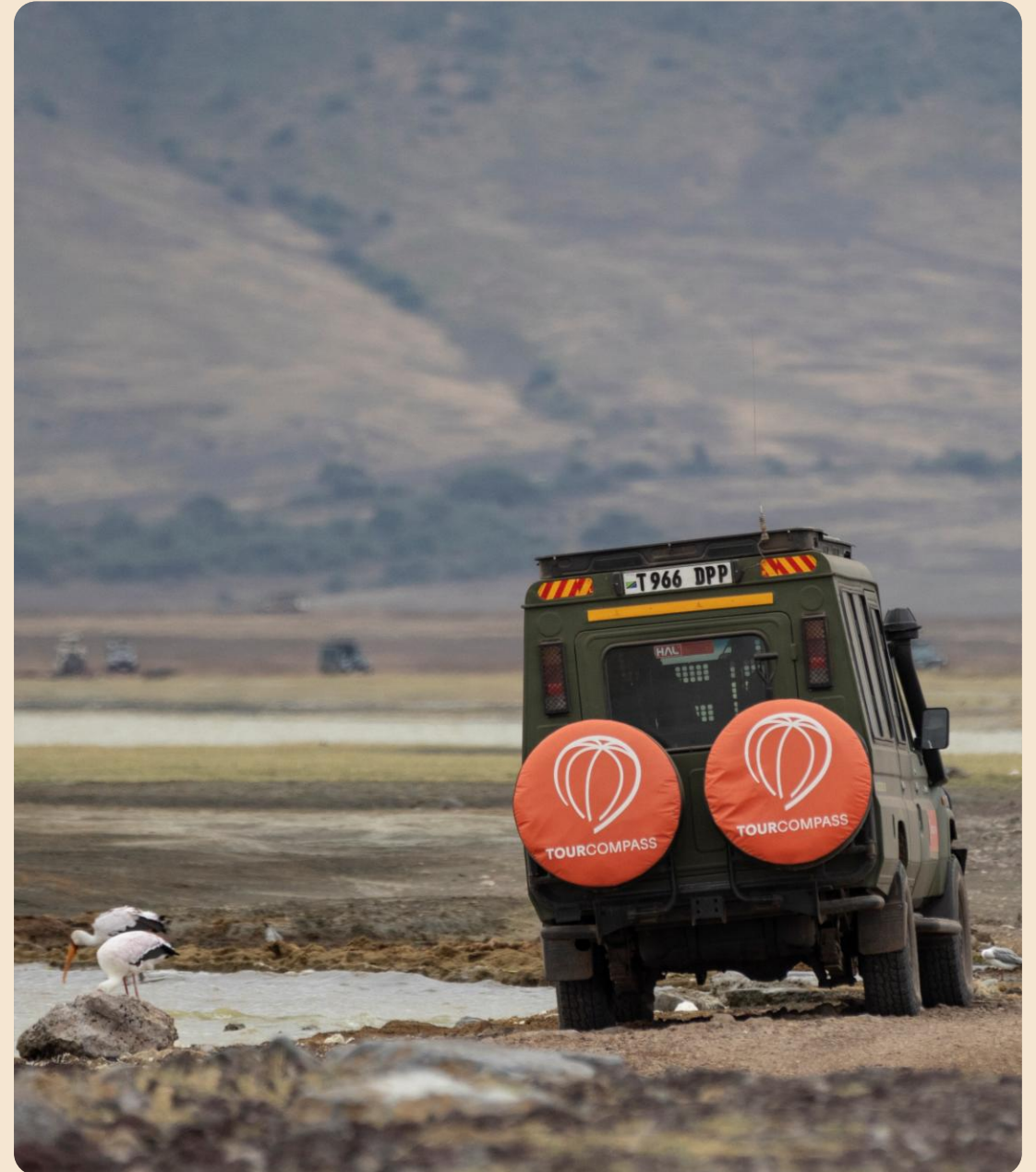
Consider the impact on marine and coastal areas at the destinations we visit.



Ensure that we protect animals and nature through our animal welfare policy.



Ensure that changes take place in cooperation with local partners and are anchored locally.



The 10 principles of the UN Global Compact

The 10 principles of the UN Global Compact were developed to help companies work more effectively and easily with the Sustainable Development Goals in a business context. The principles are as follows and cover four main areas:

Human rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
- Principle 2: Businesses should ensure that they are not complicit in human rights abuses.

Labour rights

- Principle 3: Businesses should uphold the freedom of association and recognise the right of employees to collective bargaining.
- Principle 4: Businesses should support the elimination of all forms of forced labour.
- Principle 5: Businesses should support the abolition of child labour.
- Principle 6: Businesses should eliminate discrimination in employment and occupation.

Climate & environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.
- Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.



GSTC Tour Operator Standard

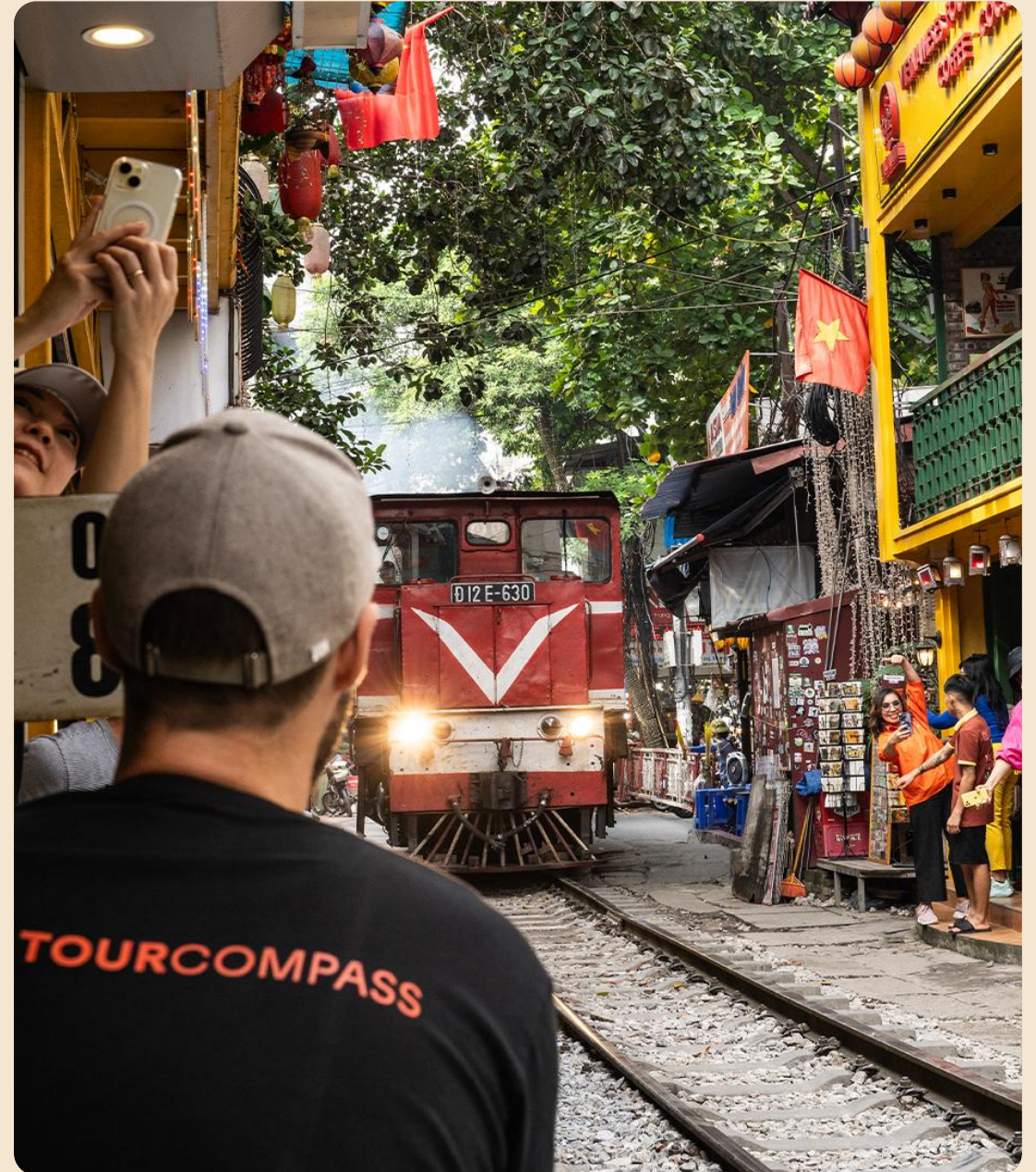
The GSTC Tour Operator Standard is an internationally recognised framework developed by the Global Sustainable Tourism Council (GSTC) – a private, non-profit initiative with wide international participation and recognition from the UN, governments, NGOs, academic institutions, and stakeholders in the tourism industry.

The standard aims to promote sustainable tourism by establishing global criteria that help tour operators and destinations minimise negative impacts on the environment, local communities, and cultural heritage, maximise positive outcomes, and operate responsibly throughout the entire value chain.

It sets out specific requirements within environmental management, social responsibility, protection of natural and cultural heritage, as well as economic accountability, helping tour operators embed sustainability into their business model.

By following the standard, companies can demonstrate their commitment to accountability, strengthen trust among customers and partners, and at the same time, support the UN's Sustainable Development Goals.

At TourCompass, we actively apply these standards in our work to assess our impact on biodiversity and our social initiatives.



Global Biodiversity Framework

The Global Biodiversity Framework agreement – also known as the Kunming–Montreal Global Biodiversity Framework – is the outcome of COP15 under the UN Convention on Biological Diversity (CBD), held between 2021 and 2022. In December 2022, the agreement was formally adopted, providing the world with an ambitious global plan to protect, restore, and sustainably use nature towards 2030 and 2050.

The agreement addresses the rapid decline in biodiversity and ecosystems worldwide, with the long-term vision that by 2050, humanity will live in harmony with nature. To achieve this, it includes four overarching goals and 23 specific targets for 2030, including:

1. To protect at least 30% of the world's land and marine areas
2. To restore at least 30% of degraded ecosystems
3. To reduce pollution and harmful subsidies
4. To strengthen the rights of Indigenous peoples and local communities

COP15 marks an important shift in the way we view biodiversity. Nature is now recognised as a strategic and economic issue on par with the climate, and countries, businesses, and financial institutions all share responsibility for contributing to these goals through concrete actions and transparency.

The new global biodiversity framework therefore provides a key foundation for both national strategies and corporate efforts relating to nature and ecosystems. Our biodiversity strategy is based on the principles of the summit and translates the global goals into tangible initiatives tailored to our organisation and value chain.

<https://www.cbd.int/gbf>



Our focus areas

The purpose of revising our sustainability strategy and the framework we work within is to create a clearer link between global goals concerning nature, climate, and the environment, and the concrete actions we implement.

We continue to focus on our social responsibility, and we firmly believe that with care and consideration, we can genuinely make a difference in the world.

Our areas of focus moving forward are:

- **Nature, climate & environment:** working strategically with biodiversity, including animal welfare, as well as reducing CO2 emissions related to our tours
- **Social responsibility:** supporting vulnerable local communities
- **Governance:** acting with integrity, complying with current legislation, and upholding strong moral principles



Our climate goals are ambitious, and they have been validated in line with the Science Based Targets Initiative.⁴

⁴ sciencebasedtargets.org/



04

Nature, climate & environment

Biodiversity | Climate reporting and goals | Key figures | At the office |
Flight policy | Focus on rail travel | Highlight: Project Orange Elephant, Sri Lanka | Highlight: Nanga Sumpa Lodge, Borneo

Biodiversity

As part of the work on our biodiversity strategy, we developed an internal scoring tool in 2025 that enables us to systematically assess, compare, and prioritise our impact on biodiversity across destinations. The aim is to create a structured foundation for decision-making, prioritising initiatives, and following up over time.

2026 will serve as our baseline year, marking the first time we actively use the tool to map our biodiversity impacts and identify where we can – and should – take concrete action.

The scoring tool is based on carefully selected parameters, inspired by international standards such as the UN's Global Biodiversity Framework (GBF) and the GSTC criteria for responsible tourism. The parameters include, among others, the area's natural and conservation value, the risk of negative impact from guests and activities, our ability to influence guest behaviour, the degree of local engagement and potential for collaboration, as well as our capacity to support long-term improvements to nature and ecosystems.

Each parameter is assessed using a points-based system, providing an overall view of both risks and opportunities. This enables us to identify highly sensitive areas as well as locations where our presence and partnerships can generate the greatest positive impact.

In 2026, the goal is to apply the scoring tool to our 10 largest destinations, allowing us to gain a clear picture of our impact, establish baseline data, and develop strategies for targeted and effective actions moving forward. This approach ensures that our biodiversity efforts are data-driven, focused, and closely aligned with global standards, while at the same time, strengthen local engagement and create positive outcomes for both nature and local communities.

In our daily operations, we also work strategically to encourage guests to adopt more biodiversity-friendly behaviour wherever possible. Through targeted communication, we promote tours outside the peak season to help distribute both income for local communities and the impact on nature more evenly throughout the year. At the same time, we focus on communication that raises awareness of the importance of biodiversity, including less charismatic but crucial species. This includes our blog series "The Ugly Birds", where vultures have taken centre stage.



Climate reporting and targets

To track our overall climate goals and specific objectives, we prepare an annual climate report in which we measure our total greenhouse gas emissions.

Measurements are carried out in accordance with the Greenhouse Gas Protocol (GHG), the leading international standard for measuring corporate greenhouse gas emissions. By adhering to an international standard, we can ensure our goals are comparable with those of other organisations.

Within the GHG Protocol, emissions are divided into three so-called “scopes”:

Scope 1 covers emissions from our own locations, machinery, and vehicles (for example, from the consumption of petrol, diesel, or natural gas).

Scope 2 includes emissions linked to the production of the energy we purchase, such as electricity and district heating.

Scope 3 encompasses all other indirect emissions that occur throughout the value chain, including upstream procurement and downstream waste management.

Our climate goals are aligned with the Paris Agreement, which aims to limit the global temperature rise to below 1.5 degrees Celsius.

The overarching targets are:

2030: To ensure that our own locations achieve net zero greenhouse gas emissions.

2050: To reduce the total emissions from our tours to net zero.

To support these goals, we have established specific interim targets and benchmarks, which are continuously adapted as we gain new insights:

2030: At least 50% of our operated tours must use airlines that have an emission and/or reduction strategy aligned with the targets of the Paris Agreement. Read more about our flight policy later in the report. At the same time, we have identified our 10 largest destinations based on our biodiversity score.

2030: We will only select hotels and accommodations that have either already achieved net zero CO₂ emissions or have a realistic and concrete plan to reach this goal within the next five years.

By combining annual reporting with clear interim targets, we can track our progress, identify challenges, and target specific actions to continually reduce our climate footprint across both locations and tours.

Key figures

The table below shows key figures for TourCompass in 2019 and 2022–25. The years 2020 and 2021 have been excluded from the report, as the figures are not representative due to the Covid-19 pandemic.

Absolute emissions	Unit	2019	2024	2025	Change from 2019 to 2025
Scope 1	ton CO ₂ e	0.9	0.9	0.9	0%
Scope 2	ton CO ₂ e	16.2	9.5	8.4	-48%
Scope 3	ton CO ₂ e	61,641.1	46,261.0	49,661.7	-19%
Total	ton CO ₂ e	61,658.2	46,271.3	49,670.9	-19%
Relative emissions					
Scope 1 + 2	ton CO ₂ e/customer	0.0010	0.0008	0.0006	-36%
Scope 1 + 2 + 3	ton CO ₂ e/customer	3.53	3.43	3.46	-2%

The total emissions in scopes 1 + 2, as well as total emissions in scopes 1, 2, and 3, are shown here along with relative key figures reflecting the number of guests we hosted in 2019 and 2025, respectively.

From 2019 to 2025, we expect a 48% reduction in total emissions within scopes 1 and 2. This improvement is mainly due to our switch to green energy at all offices except our German branch.

Emissions per guest within these scopes have fallen by 38% over the same period. Our goal was to halve our CO₂ emissions from our baseline year, 2019, by the end of 2025.

However, as a growing company with more employees – and therefore a need for larger office premises – we knew this target would be a challenge to reach. We are nevertheless very satisfied that, despite our expanding workforce and subsequent office extensions, we have managed to reduce our relative emissions by 38%.

Absolute emissions across scopes 1, 2, and 3 have decreased by 19% between 2019 and 2025. This reduction is primarily the result of fewer travellers in 2025 compared to 2019, as well as a shift to green electricity.

We also note that absolute emissions have actually increased slightly from 2024 to 2025 (in 2024, the reduction was 25% compared to 2019). This is mainly due to the introduction of several new destinations (including Australia), combined with the fact that a larger workforce leads to more commuting and additional staff travel.

It is still encouraging, however, to see that relative emissions have fallen by 2%. In the coming years, we hope to see a further impact from our flight policy, as we continue working to increase the level of detail in our collected data.

As you can read on page 20, we have slightly revised our flight policy, but our goal remains the same – by 2030, 50% of our booked flights should be with airlines that fall under what we define as Group A.

At the office

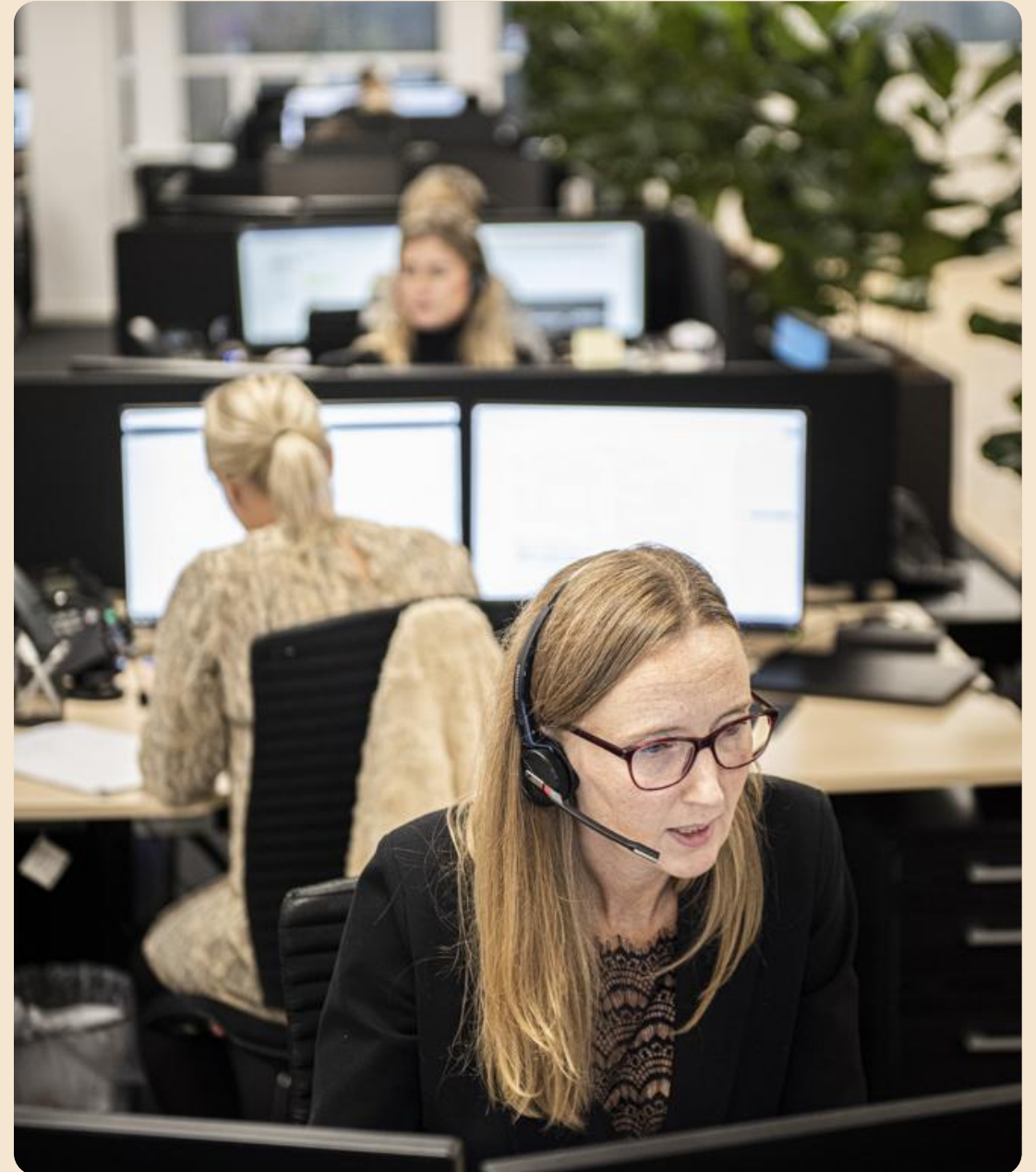
Scope 1 and 2

Compared to CO₂ emissions in scope 3, emissions in scopes 1 and 2 are very small – in fact, they are less than 0.1% of the total emissions.

As part of our Science Based Targets, we set a goal to reduce emissions within scopes 1 and 2 by 50% by the end of 2025. With a reduction of 48%, we are very close to achieving this target – even with an increased number of employees and, therefore, a larger office space.

Green electricity

100% of the electricity used at our Danish office comes from renewable energy sources. We are still facing a challenge at our German office, but we are currently exploring the possibility of switching to renewable electricity there as well. We expect to have a solution to this in the course of 2026.



Scope 3

Hotels at the destinations

Several of the hotels we collaborate with are already engaged in some form of sustainability work, and it is TourCompass' goal to accelerate this process.

first step is to gain a clear understanding of how far each hotel has come on its sustainability journey, as well as what plans they have to reduce their CO₂ emissions. With this insight, we can choose to work with those hotels that are the most advanced, while also supporting them in their efforts to operate in a climate-friendly and responsible way – in relation to the environment, nature, and social initiatives within the local community.

In 2025, we mapped the existing initiatives of our partner hotels through questionnaires and direct dialogue. The results were mixed, but the process has provided us with a strong foundation to accelerate engagement towards 2027, when we will follow up with additional questionnaires for the hotels where we have the highest number of guests and overnight stays.

Transport at our destinations

We are continuing our efforts to reduce the climate impact of transport at our destinations. The introduction of electric vehicles remains challenging due to a lack of charging infrastructure – even in places such as Costa Rica, which are generally far ahead when it comes to sustainability.

As part of our overall strategy, we have also been working to replace domestic flights with train travel on several of our tours. This not only helps to reduce our CO₂ footprint but also offers guests a more immersive and memorable way to travel. The results and insights from this initiative will be detailed later in the report.



Flight policy

International flights

In 2024, we established a flight policy and incorporated it into our flight booking procedures. The aim was to ensure that, wherever possible, we use airlines that share our ambition to cut CO₂ emissions in line with the Paris Agreement.

We classified our ten most frequently used airlines into three groups, where Group A consisted of those that had joined either the SBTi or the Paris Agreement. The goal was to book as many tours as possible with Group A airlines. Throughout 2025, we've come to realise that things are not static. Airlines are shifting in their positions and commitments to both SBTi and the Paris Agreement, meaning our group classifications are no longer directly comparable from year to year. Consequently, we have had to revise our approach to the concept of grouping.

From now on, our flight policy will operate with only two airline categories: Group A, which includes airlines that are committed to either the SBTi or the Paris Agreement, and Group B, which covers all other airlines. We will therefore introduce an annual review of the airlines we work with, to assess whether the Group A members need to be updated.

Our aim remains to book as many tours as possible with Group A airlines. However, the figures presented in last year's sustainability report were based on THREE categories. Under the new approach, using only TWO categories, we booked 4,877 tickets with Group A airlines in 2024, representing 38% of all booked tickets.

In 2025, we booked 4,955 tickets with Group A airlines, a slight increase compared to 2024. However, as our total number of booked tickets also rose in 2025, the percentage of Group A tickets declined slightly to 35.3%. It remains our goal that by 2030, 50% of our booked flights will be with airlines from group A. With the revised data, our interim target for 2030—that 90% of our flights should be with airlines from groups A and B—has been withdrawn.



Focus on trains

In 2025, we continued our efforts to reduce transport-related CO₂ emissions at our destinations. One of our aims is to replace petrol vehicles with electric cars, but this remains a challenge. Even in a country such as Costa Rica, which is generally a front-runner in sustainability, the lack of charging infrastructure is still a barrier, making it difficult to implement electric car solutions. Our partners in Bali are facing similar challenges.

At the same time, we have been working to replace domestic flights with train journeys when doing so reduces the CO₂ footprint per passenger, and several new tours are now based on domestic rail travel rather than flights. In China, we have replaced several domestic flights with train routes on three of our tours, and in Thailand and Vietnam, we now often use night trains instead of domestic flights.

We recognise that trains are not automatically more sustainable than planes — for example, when the trains run on diesel, have low occupancy rates, or use electricity generated from fossil fuels. However, in many cases, train travel can combine a lower overall carbon footprint with a richer travel experience, which is why it forms a relevant alternative in our overall transport assessment.





HIGHLIGHT

Project Orange Elephant, Sri Lanka

In Sri Lanka's Wasgamuwa region, a simple yet ingenious solution has been found to resolve the long-standing conflict between local farmers and wild elephants. Under the name Project Orange Elephant, the initiative was launched and is run by the Sri Lanka Wildlife Conservation Society with the aim of protecting both the farmers' crops and the area's endangered giants.

This challenge is well known in regions where people and wild animals share the same land. In the Wasgamuwa region, elephants used to wander onto farmland, destroying crops in their search for food. However, in 2006, local biologists discovered that elephants consistently avoided citrus fruits, which sparked the idea of surrounding fields with orange trees.

Today, the orange trees act as a natural fence, successfully protecting field crops while creating a peaceful environment for the elephants. At the same time, each tree produces a harvest of up to 600

oranges per season, providing an additional source of income for the local community.

The project requires no sophisticated solutions – only local commitment and determination – making it highly scalable. As a result, more than 450 farmers from 12 villages are now taking part, with thousands of orange trees thriving as a result.

The project has received international recognition, including the award for "Most Innovative Development Project" from the Global Development Network in 2015.

As a guest in the area, you can visit the dedicated farmers, hear their stories, and witness first-hand how a simple idea can transform the daily lives of both farmers and elephants. Your visit not only provides financial support to the project but also gives you a deeper appreciation of sustainability and coexistence between people and wildlife.



HIGHLIGHT

Nanga Sumpa Lodge, Borneo

Far from the familiar comforts of civilisation lies Nanga Sumpa Lodge, deep in the lush rainforests of Sarawak on the island of Borneo in Malaysia. Here, you'll experience nature and culture at their very best – a place where even mobile signals give way to the uninterrupted serenity of the jungle.

Nanga Sumpa Lodge was established in 1987 as part of the Ulu Ai project, when the local tour operator Borneo Adventure sought to create an alternative to conventional cultural tourism. The vision was to encourage genuine encounters between visitors and the local community, with respect, collaboration, and voluntary participation as guiding principles.

From the project's inception, a close partnership was formed with the local Iban tribe. Together, they developed their own version of sustainable village tourism, where visitors can experience the tribe's culture and daily life on its own terms. For this reason, Nanga Sumpa Lodge was built on the opposite side of the river to the Iban tribe's longhouse.

At Nanga Sumpa Lodge, you stay in the heart of the jungle in comfortable yet simple and authentic surroundings. The rooms offer privacy and essential amenities. Meals feature local produce, verandas are shared with other guests, and the atmosphere is

enriched by the vibrant sounds of the rainforest and the tribe's warm hospitality. Many of the lodge's services are coordinated by the Iban people themselves, while the financial profits are shared between them and Borneo Adventure.

The partnership between the local tourist board and the community has now lasted for more than 35 years, making it one of the longest-running of its kind in Malaysia. For many families, it has brought tangible improvements in living conditions, health, and education. A fund also provides interest-free loans for, among other things, longboat engines, and supports families in times of illness or when children are attending school. The projects further include enhancements to sanitation, roads, and shared facilities.

Nanga Sumpa Lodge and the Ulu Ai project align with several of the UN's Sustainable Development Goals, with every visit directly contributing to the local community's economy, growth, and conservation efforts. In return, guests have the opportunity to experience nature, culture, and daily life up close in the genuine setting of the rainforest—safe in the knowledge that their visit is helping to make a real difference. The project has also prevented the local authorities from granting logging permits in the area, which benefits the rainforest's rich flora and fauna.

05

Social responsibility

Highlight: Kaura, Bali | Highlight: Amal Women's Training Center, Morocco |
Highlight: Vinh Long, Vietnam | Highlight: Pere Pedro, Madagascar |
Highlight: Mto Wa Mbu, Tanzania



HIGHLIGHT

Kaura, Bali

In the tranquil village of Manggis in eastern Bali lies the truly unique retreat, Kaura Bali – a project created in close collaboration between our local partner and the villagers themselves. Kaura is not a traditional place to stay. It's a living community, developed hand in hand with the local people, where guests become part of the village's everyday rhythm.

Kaura Bali is set in hilly terrain, offering views of the rice terraces, jungle, and Indian Ocean. Here, nature is not just a stunning backdrop but an essential part of life for the families of Manggis. Through Kaura Bali, the village has found a new way to strengthen both the environment and the community on its own terms.

From the very first idea to its daily operations, the people of Manggis have been involved in every step. Employees come from the surrounding villages, and the income generated by Kaura Bali is reinvested into education, training, and new job opportunities – allowing both young and old to grow and thrive without having to leave their home in search of better prospects.

As a guest, you'll meet the very people who have helped shape Kaura – from farmers and chefs to weavers, guides, and massage therapists. A stay here is, therefore, also an encounter with the culture and the stories that define daily life in Manggis. For generations, the rice terraces of Manggis have been the lifeblood of the village. Today, they are also at the heart of a shift towards organic farming methods that protect the soil, preserve natural water sources, and

create a healthy landscape for the future. With support from Kaura Bali, local farmers now work entirely without chemical fertilisers. As a guest, you can join them in the fields to see how rice is planted, compost is turned, and vegetables are harvested.

Kaura Bali is also a place where local traditions continue to thrive. Weavers demonstrate how natural fibres are transformed into fine handicrafts, chefs share seasonal recipes, and the village's women teach their methods of producing coconut oil and body care products. These activities not only provide income and pride but also help pass valuable knowledge on to the next generation.

Everything takes place on the village's own terms, and the activities are part of everyday life. When you take part as a guest, it creates genuine encounters and the opportunity to truly get to know one another.

Kaura Bali is founded on the belief that tourism can drive positive change when developed through close collaboration and dialogue with the local community. The project strengthens the economy in Manggis, promotes educational opportunities, and helps preserve both the natural environment and cultural traditions. At the same time, it allows you to experience Bali in a way that embodies respect, authenticity, and a slower pace of life.

Kaura Bali demonstrates how cooperation and community spirit can foster development that extends far beyond the stay itself.



HIGHLIGHT

Amal Women's Training Center, Morocco

In Morocco's third-largest city, Marrakech, we collaborate with an NGO called the Amal Women's Training Center.

Amal works to promote the social and economic empowerment of women, particularly those from marginalised and vulnerable backgrounds.

It is estimated that women make up only around 25% of Morocco's total workforce, and some figures suggest the number may be even lower. In addition, women who are employed are often paid significantly less than men. Amal is working to change this by providing women with skills training, job opportunities, and economic independence. The project also helps create new female role models within the local community and encourages more positive attitudes towards women's participation in the labour market.

One of the programmes they offer is a training course providing women with hands-on education in gastronomy and professional kitchen practices. During

the nine-month free course, the women also receive personal development support, such as weekly coaching sessions, to enhance their future job prospects.

Amal runs a restaurant where the students work in real-life job settings, giving them valuable experience to prepare them for the labour market. On selected tours, we enjoy lunch at this restaurant.

Amal also runs cooking classes, where both visitors and locals take part in authentic Moroccan cooking experiences that generate income and raise awareness of the project's social mission. The students teach at the cookery school under the supervision of a qualified instructor. On some of our tours, you'll join a cooking class where you'll learn to prepare a traditional Moroccan lunch.

All income from both the restaurant and the cookery school goes directly towards funding the training programmes.



HIGHLIGHT

Vinh Long, Vietnam

In the lush landscape of the Mekong Delta, where rivers and canals wind their way through rice paddies and fruit orchards, lies Vinh Long. Here, you can visit our sustainability project, initiated by our local partner in Vietnam – a project you help support when you travel with us.

We have chosen to support Vinh Long because the local communities in the area face a number of challenges. Many children in rural areas are forced to drop out of school due to a shortage of teachers, long distances to travel, and the need to prioritise family work over education. At the same time, flooding damages water and sanitation systems, and limited access to healthcare makes everyday life difficult for many families. Climate change is putting pressure on agriculture, many homes are inadequate, and young people are leaving the area – all of which keeps families trapped in poverty.

The aim of the project is to improve living conditions through practical initiatives identified by the local

communities themselves. These include repairing roads, building small bridges, and renovating homes for vulnerable families, ensuring life is safer and more resilient during the rainy season. At the same time, the project focuses on giving children and young people better opportunities for education, for example by providing bicycles and scholarships, helping more students attend school and complete their studies.

An important part of the initiative is also to think green. In Vinh Long, solar-powered lamps will be installed to illuminate roads and communal areas, helping residents move about more safely after dark. In addition, solar-powered irrigation systems are planned to make agriculture more sustainable.

When you visit Vinh Long, you are helping to make a real difference. A percentage of the tour price goes directly towards the project, meaning your tour helps create lasting development and hope for the future in the Mekong Delta.



HIGHLIGHT

Père Pedro, Madagascar

In Madagascar's capital, Antananarivo, there is a very special hotel that we have chosen to collaborate with. 'Hotel' might not be entirely accurate, as Père Pedro is not a hotel in the traditional sense. Above all, it serves as a source of income for an NGO called Akamasoa.

Akamasoa was founded in 1989 by an Argentinian-Slovenian priest named Pedro Pablo Opeka, with the aim of combating extreme poverty in Madagascar.

One of his first projects involved relocating families from one of the city's rubbish dumps—where they lived and survived on waste—to newly built houses in a district he named Akamasoa. The families receive a house free of charge. In return, the adults must work, and the children must attend school. Father Pedro set up quarries and small farms so that people could find employment and contribute to building their own community.

Today, Akamasoa is a relatively large neighbourhood in Antananarivo, home to several schools, small businesses, shops, quarries, local restaurants, a hospital – and indeed, a hotel. All income from Père Pedro goes directly to Akamasoa. The hotel staff are locals with formal education who need practical

experience before applying for jobs outside Akamasoa. This means that the receptionist might also serve in the restaurant, and if you'd like a drink at the bar, it's often the same friendly face who'll help you.

The kitchen staff, however, are carefully selected for their roles. The small restaurant serves well-prepared breakfasts, lunches, and dinners – and the coffee is truly excellent! There's also a small bar offering wine and simple, unfussy cocktails. If the weather is pleasant, you can take your drink up to the rooftop terrace to enjoy the view – and perhaps the sunset – over Tana.

The rooms are spacious, each with a private bathroom and plenty of hot water in the shower. There's no fridge or TV in the room, but the Wi-Fi is excellent throughout. The night-time temperature in Antananarivo is usually quite comfortable, but if it does get warm, there's a ceiling fan to keep things pleasant.

If you're staying at Père Pedro, you have the opportunity to join a guided tour of Akamasoa and see some of the many projects established by Father Pedro.



HIGHLIGHT

Mto Wa Mbu, Tanzania

Just outside Karatu lies the small village of Mto Wa Mbu.

The village is strategically located near the entrance to Lake Manyara National Park, one of Tanzania's most visited parks. The park attracts numerous visitors, placing the area around the village right in the heart of a potential tourist hotspot. Nevertheless, the local population has traditionally seen little direct benefit from tourism. Many travellers only take a brief stop to eat, refuel, or take photos, while most of the money from accommodation, guided tours, and safari experiences goes to parks, lodges, and tour operators outside the village.

In the mid-1990s, various partners came together to create a local tourism project aimed at ensuring tourism could directly benefit the local community – socially, economically, and environmentally.

On some of our tours, we've included a visit to the village of Mto Wa Mbu.

Here, you'll enjoy a guided walk through the small community, where you'll have the chance to meet the locals. The income from the tour goes directly to the community, which has, among other things, built schools and clinics.

The visit concludes with a delicious lunch prepared by the village's own chefs, giving you the chance to taste regional dishes from different parts of Tanzania. The food is cooked over an open fire and is wonderfully flavourful. The women who prepare the meals have all completed training courses in food safety, hygiene, and service – an important part of the project's goal to provide the local population, especially women, with education and economic independence.



06

Governance

Own workforce | Partners

Own workforce

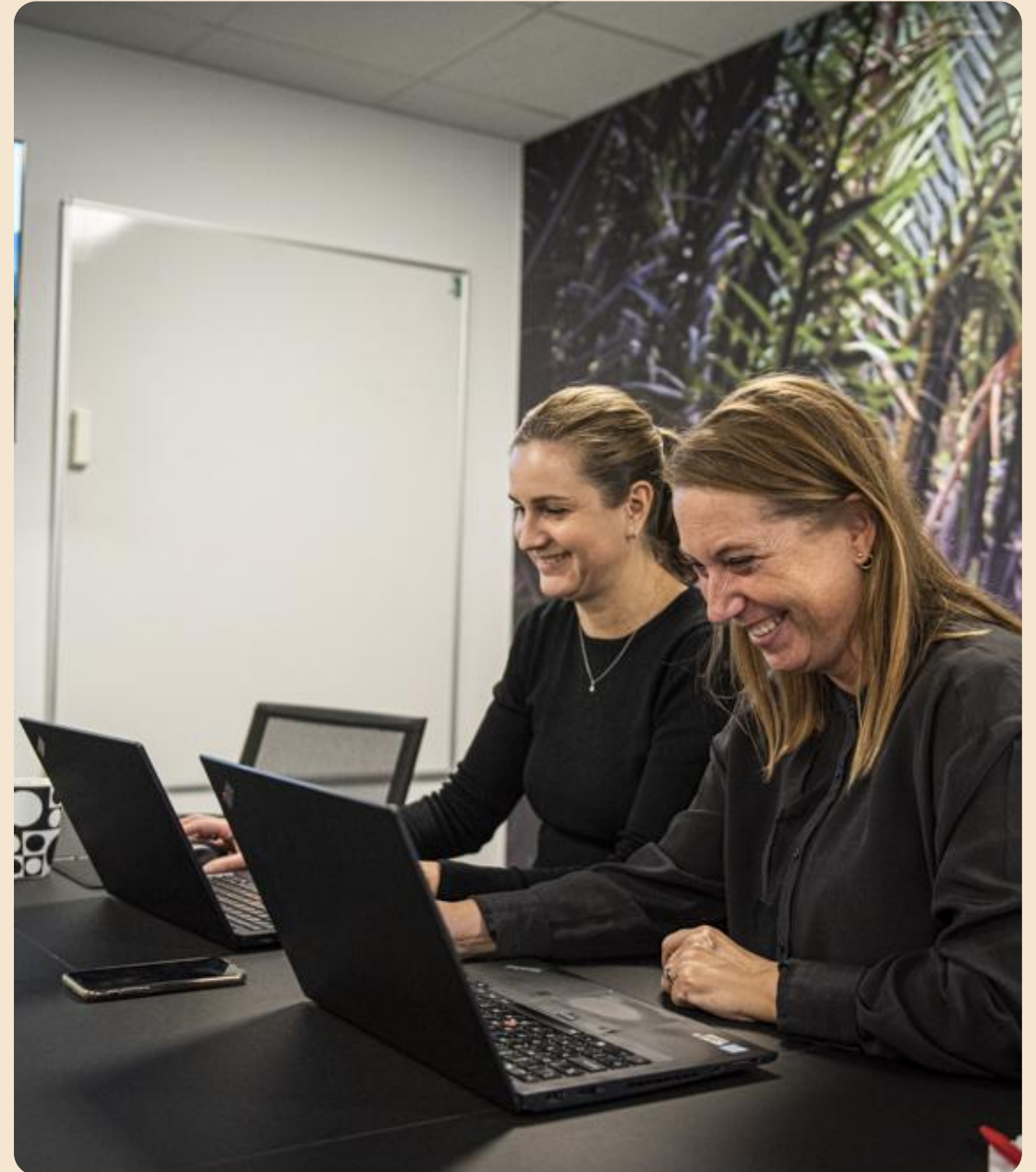
It's essential for us to maintain a workplace with a healthy balance between work and personal life.

We aim to be an attractive place to work – both for our current employees and potential new colleagues. That's why we place great emphasis on creating a positive physical and psychological working environment. In 2025, we carried out three employee satisfaction surveys among all our staff. Throughout the year, TourCompass as a workplace achieved an overall score of 4.3 out of 5 – something we're incredibly proud of.

An impressive 95% of our employees said they would recommend TourCompass as a great place to work, and 90% stated that they still saw themselves at TourCompass in two years' time.

Three times a year, we host a 'People and Culture Forum', where management and our 'People & Culture Manager' meet to review the latest employee satisfaction survey and launch new initiatives to further strengthen employee engagement.

The forum serves as a supplement to our employee handbook, which everyone receives when joining the company as part of our detailed onboarding process. The handbook covers various policies, such as opportunities for further training, leave options, and our whistleblower policy.



Collaborators

Partnerships

We sell dreams. Dreams that can only be realised through human connection. First between us and our guests, then between us and our partners – and finally between our guests and our partners. We take that seriously. There's a reason why we always think of our collaborators as exactly that: partners. We're in this together.

Code of Conduct

We follow a 'code of conduct', which all of our partners have signed. It aligns with the UN Global Compact principles, ensuring protection in the areas of human rights, labour rights, the environment, and anti-corruption.

Health and Safety

We had hoped to introduce a comprehensive 'health and safety' policy to all our partners during 2025. The main purpose of this policy is to make it easier for our partners to enforce certain requirements with their subcontractors, which is why we aim to create a set of guidelines that everyone is expected to adhere to. However, this has proved more challenging than anticipated.

With over 30 destinations, it's not easy to create a single 'health and safety' policy that applies everywhere. Each destination faces its own challenges, but we still want to provide our partners with a shared set of guidelines to follow in relation to their subcontractors, so that we can ensure consistent standards.

In 2026, we will continue our work to complete the policy in consultation with our industry organisations.



A suspension bridge made of bamboo poles and green chain-link fencing stretches across a dense, lush green forest. The bridge is surrounded by thick foliage, including large ferns and various trees. The scene is brightly lit, suggesting a sunny day. In the center of the image, the number '07' is displayed in white, enclosed within a white circular outline.

07

Goals for 2026

Goals for 2026

Despite the adoption of the EU's Omnibus package, which meant that TourCompass is no longer subject to the full CSRD requirements, we nevertheless chose over the past year to complete the process of meeting the CSRD directive requirements.

This work has provided us with a much deeper understanding of our own business and, not least, of our value chain than we would have otherwise had. This insight forms an important foundation for our work in 2026, where the main focus will be on gaining a better understanding of how our partners work with responsible tourism in practice, and where we, as a tour operator, can support, strengthen, and positively influence this development.

In 2026, we also look forward to taking the next step in our work with biodiversity. Through the development of our biodiversity scoring tool, we have created a structured foundation to work more systematically with nature impacts across destinations. Our goal for 2026 is to establish a baseline for our largest destinations, enabling us to actively address impacts, risks, and opportunities.

It is also our goal in 2026 to switch our electricity procurement at our German office to green energy. The updated version of our flight policy will become a key pillar in our flight booking procedures in 2026.

We will, of course, continue our efforts to make a positive contribution to local communities. Several of our projects and partnerships have now been running for years, and in 2026, our goal is to introduce a more systematic approach to monitoring and following up on these collaborations. At the same time, we are constantly looking for new opportunities where we can make a meaningful difference.

The world is constantly evolving, and much of our work going forward will focus on following up on ongoing projects.





TOURCOMPASS

Thank you

